

**2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS  
TENTATIVE AGREEMENT**

---

**MEF PROPOSAL TO CITY – SAFETY**

City Proposed Language:

**ARTICLE 16 SAFETY**

16.4 The City shall provide to all employees in the Community Service Officer class series, a bulletproof vest at no expense to the employee. The wearing of said vest shall be mandatory. All bulletproof vests shall be replaced before or at the expiration of the warranty period of the vest at the expense of the City.

16.54 No provisions of this Article shall be subject to the grievance procedures of this Agreement. If the Union is not satisfied with the City's determination, the Union can request to meet with the Office of Employee Relations to discuss the City's determination.

*\*This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

**FOR THE CITY:**

Jennifer Schembri 5/26/15  
Jennifer Schembri Date  
Interim Director of  
Employee Relations

**FOR THE UNION:**

Yolanda G. Cruz 5/26/15  
Yolanda Cruz Date  
President  
MEF, AFSCME Local 101

Charles Allen 6-4-15  
Charles Allen Date  
Business Agent  
AFSCME, Local 101